



PI COGNITIVE ASSESSMENT™

WHY IT WORKS

ARE YOU PREDICTING PERFORMANCE?

PI Cognitive Assessment™ (PI CA) provides unique insight into an individual's learning ability, trainability, and cognitive capacity. PI CA provides a measure of *g* (general cognitive ability) and tells you how fast a person is likely to take in information, figure things out on their own, and master navigating in a complex and challenging environment to meet or exceed performance expectations.

HIRE – Learning Ability & Trainability

Assessment tools tapping into *g* are the best predictors of training success and job performance across all job levels and industries. A person's learning ability and capacity are highly associated with successful on-the-job performance, rendering PI CA indispensable as part of any recruitment process. When paired with PI Behavioral Assessment™ PI CA will increase your chances of predicting on-the-job performance by 8X.

Completion time: 12 minutes
Completed by: Candidates
Languages available: 60+

OBJECTIVES

- ❖ Identify cognitive potential
- ❖ Predict learning ability
- ❖ Match job requirements to capacity
- ❖ Increase employee engagement

INSPIRE – Talent Management & Succession Planning

Keeping your talents cognitively stimulated is vital if you want your talents to stay and grow within the organisation. PI CA helps your managers understand what learning pace to expect, when to challenge, and the level of cognitive stimulation required.

Scientifically validated and built following strict standards of test construction by American Psychological Association (APA), Society for Industrial and Organizational Psychology (SIOP), International Test Commission (ITC).



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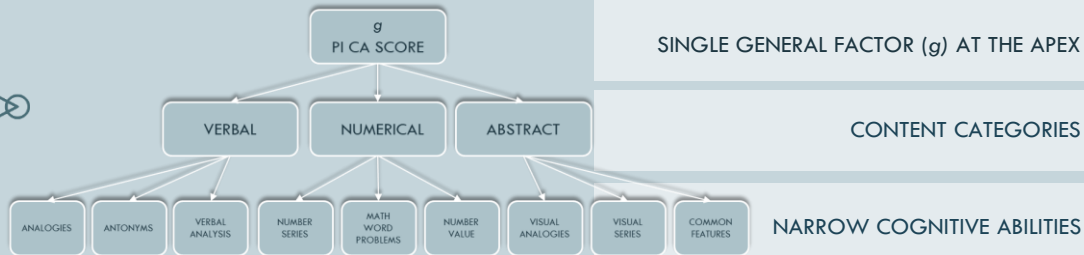


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HOW IT WORKS

METHODOLOGY

The 12 min. speed assessment is completed online. PI CA contains 50 multiple-choice questions from 3 content categories (verbal, numerical, and abstract).



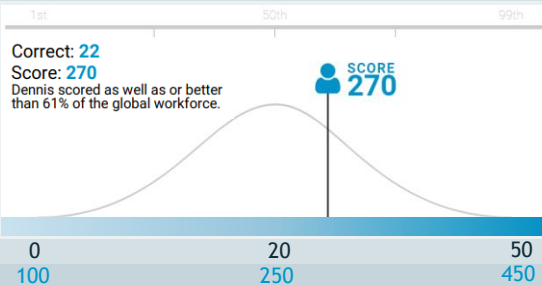
SINGLE GENERAL FACTOR (g) AT THE APEX

CONTENT CATEGORIES

NARROW COGNITIVE ABILITIES

OUTPUT

PI CA employs a linear-on-the-fly testing (LOFT) design making every assessment unique. The result is presented on a normal distribution curve as a scaled score.

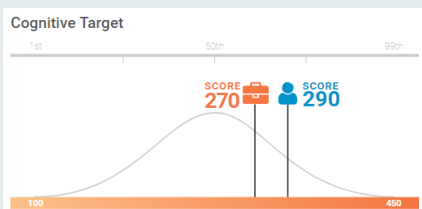


HIGHER COGNITIVE ABILITY

- Steeper learning curve
- Better at problem-solving
- Better at transferring job knowledge
- Better at combining and selecting relevant information
- Better at handling numerous and various activities simultaneously

HIRE

Use PI JOB ASSESSMENT to define the cognitive job target threshold for an objective evaluation of your candidates.



The software compares cognitive scores (PI CA) and profiles (PI BA) and ranks them according to job match.

Overall	Behavioral	Match	Ref Profile	Cognitive	Match
9.5		9	Scholar		10
6		2	Maverick		10
6		10	Craftsman		2
5.5		9	Collaborator		2



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